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Heinz, H. J. Company
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H. J. HEINZ COMPANY

Extent of Union Organization
May, 1957

Research Department
International Brotherhood of Teamsters
Washington 1, D. C.

H. J. HEINZ COMPANY

INTRODUCTION

The report is designed to indicate the present status of union organization at the various plants and establishments of the H. J. Heinz Company, and the unions which have bargaining rights at these locations.

A brief statement on the company's structure, organization, products, and profits is included.

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H. J. HEINZ COMPANY

H. J. Heinz Co., is a leading processor and packer of quality food products. Its extensive line, sold under the widely advertised Heinz trademark "57 Varieties," is marketed directly, and through wholesalers and jobbers, to independent retail outlets and restaurants, organized buying groups, supermarkets, and chain store companies.

Principal products are soups, baby foods, ketchup and other tomato products, baked beans, pickles, vinegar, spaghetti and macaroni, chili con carne, jellies, puddings and mince meat, and condiments. Heinz also distributes a few items produced by others, such as "Magic" dehydrated onions.

In early 1956, Heinz began marketing soups, stews and certain other products through automatic coin operated hot food vending machines in industrial plants.

SCOPE OF OPERATIONS

Heinz operates 12 plants, 115 vegetable and pickle receiving stations, salting houses, and pea viners, located in important agricultural producing areas throughout the United States and Canada.

The main plant is at Pittsburgh, Pa. Other principal units are at Chambersburg, Pa.; Bowling Green, Ohio; Fremont, Ohio; Medina, N. Y.; Tracy, Calif.; Watsonville, Calif.; Muscatine, Iowa; Holland, Mich.; Winchester, Va.; and Salem, New Jersey.

The Company's subsidiaries outside the United States engage both in manufacturing and sales operations. The Company's Canadian subsidiary, H. J. Heinz Co. of Canada, Ltd., has its main plant at Leamington, Ontario, Canada. Other foreign plants are located in England, Australia, and Spain.

The Company maintains 48 distributing warehouses, 21 subwarehouses and 103 district sales offices in principal cities throughout the United States. Subsidiaries have warehouses in important centers in Canada, the British Isles and Australia.

EMPLOYEES

Heinz employs more workers outside the United States than in this country. As of May 2, 1956, the Company reported 8,000 workers in the United States and 8,300 in foreign countries.

OFFICERS AND DIRECTORS a/

Officers:

H. J. Heinz, II - Pres.; Frank Armour, Jr. - Exec. V. P.;
John D. Scott - V.P.; Ross E. Jones, Jr. - V.P.; F. B. Cliffe -
V.P. & Sec'y; J. F. Allen - V.P. (For. Oper.); C. A. Brinkman -
Treas.; N. E. Daniels - V.P. (Pur.); R.B. Gookin - Compt.;
B.D. Graham - V.P. (Mktg.); Charles Heinz - V.P. (Pers.);
F.C. Heinz - V.P. (Ind. Rel.); C.L. Rumberger - V.P. (Res. &
Qual. Control); and P. K. Shoemaker - V.P. (Mfg.)

Directors:

F.J. Allen; Frank Armour, Jr.; B.D. Graham; F.B. Cliffe; W.B.
Cormack; J.L. Given; Charles Heinz; H.J. Heinz, II; F.T. Sherk;
H.N. Riley; C.L. Rumberger; A.L. Schiel; P.K. Shoemaker; and
N.E. Daniels.

Principal Offices:

1062 Progress St. (P.O. Box 57), Pittsburgh 30, Pa.

Annual Meeting:

Second Friday in September.

SELECTED FINANCIAL DATA

Approximately 45% of the Company's total sales comes from its foreign operations. The Company's foreign operations also contribute more than two-thirds of its total profits.

| | <u>Year Ending Approx. April 30</u> | <u>Six Months Ending October 31:</u> | |
|--|-------------------------------------|--------------------------------------|---------------|
| | <u>1956</u> | <u>1955</u> | <u>1955</u> |
| Net Sales | \$262,425,046 | \$234,179,207 | \$139,762,995 |
| Operating Income | 26,790,948 | 23,516,641 | \$128,740,122 |
| Income Tax | 10,907,900 | 9,147,265 | |
| Net Income | 10,583,944 | 8,782,324 | 5,549,391 |
| Balance After Dividends (Retained Earnings) | 7,243,844 | 5,433,029 | 5,380,391 |
| Earnings Per Share (Common Stock) | \$6.09 | \$5.02 | \$3.20 |
| | | | \$3.10 |

a/ See the pages immediately following for the corporate affiliations of the officers and directors of this company.

Officers:

*H.J. Heinz, II - Pres.
Mellon National Bank & Trust Co., Pittsburgh, Pa. - Dir.
*Frank Armour, Jr. - Exec. V.P.
John D. Scott - V.P.
Ross E. Jones, Jr. - V.P.
*F.B. Cliffe - V.P. & Sec'y
*J.F. Allen - V.P. (For. Oper.)
C.A. Brinkman - Treas.
*N.E. Daniels - V.P. (Pur.)
R.B. Gookin - Compt.
*R.D. Graham - V.P. (Mktg.)
*Charles Heinz - V.P. (Pers.)
F.C. Heinz - V.P. (Ind. Rel.)
*C.L. Rumberger - V.P. (Res. & Qual. Control)
*P.K. Shoemaker - V.P. (Mfg.)

Directors:

*Officers who are Directors; other Directors below.

W.B. Cormack - Dir.
J.L. Given - Dir.
F.T. Sherk - Dir.
H.N. Riley - Dir.
A.L. Schiel - Dir.

EXTENT OF UNION ORGANIZATION a/

Of the 12 known processing plants of the H. J. Heinz Co., two are known to be organized by Teamster local unions; seven by other unions, and no information is available on the remaining three plants. (Table 1)

Of the seven non-IBT organized plants, five are represented by the Amalgamated Meat Cutters and one each by the Retail, Wholesale and Department Store Employees and United Packinghouse Workers. (Table 2)

Among the Company's several hundred or more receiving stations, salting houses, pea viners, distributing warehouses and subwarehouses, and district sales offices, Teamsters local unions have bargaining rights in 46, as follows: Central Conference - 21; Eastern Conference - 14; Western Conference - 9; and Southern Conference - 2. (Table 3)

Table 1
Extent of Union Organization in Processing Plants and Other Known Operations of H. J. Heinz Co., by Teamster Conference Area

| Conference Area | Processing Plants | | | | Other Than Processing Plants IBT Organized | |
|-----------------|----------------------|-----|--------------|----------------|---|--|
| | Number Organized by: | | | | | |
| | Total | IBT | Other Unions | No Information | | |
| Central | 5 | - | 4 | 1* | 21 | |
| Eastern | 5 | - | 3 | 2 | 14 | |
| Southern | - | - | - | - | 2 | |
| Western | 2 | 2 | - | - | 9 | |
| Total | 12 | 2 | 7 | 3 | 46 | |

*There are indications that this plant is unorganized.

a/ No comprehensive check could be made of the status of organization at each location because of the deadline placed upon completion of this report. Therefore, the above remarks and following data represent a compilation of only the material which was readily available in our office.

Table 2

Union Organization in Processing Plants at H. J. Heinz Co.,
By Teamster Conference Area & Plant Location

| <u>Plant Location</u> | <u>Union</u> |
|-----------------------------|----------------------|
| <u>Central Conference</u> | |
| Muacatine, Iowa | Butcher Workmen #431 |
| Holland, Mich. | RWDSU #705 |
| Bowling Green, Ohio | Butcher Workmen #667 |
| Fremont, Ohio | No Information 1/ |
| Leamington, Ontario, Canada | Packinghouse Workers |
| <u>Eastern Conference</u> | |
| Salem, N. J. | Butcher Workmen #56 |
| Medina, N. Y. | Butcher Workmen #34 |
| Chambersburg, Pa. | No Information |
| Pittsburgh, Pa. | Butcher Workmen #325 |
| Winchester, Va. | No Information |
| <u>Western Conference</u> | |
| Tracy, Calif. 2/ | IBT #601 |
| Watsonville, Calif. 2/ | IBT #912 |

1/ There are indications that this plant is unorganized.
2/ California Processor and Growers Agreement

Table 3

Teamster Organization in Other Than Processing Plants, of
H. J. Heinz Co., by Teamster Conference Area & Location

| <u>Location</u> | <u>Union</u> |
|---------------------------|--------------|
| <u>Central Conference</u> | |
| Peoria, Ill. | IBT #627 |
| Pt. Wayne, Ind. | IBT #414 |
| Indianapolis, Ind. | IBT #135 |
| Des Moines, Iowa | IBT #394 |
| Wichita, Kans. | IBT #795 |
| Louisville, Ky. | IBT #89 |
| Detroit, Mich. | IBT #337 |
| Grand Rapids, Mich. | IBT #406 |
| Duluth, Minn. | IBT #346 |
| St. Paul, Minn. | IBT #120 |
| St. Paul, Minn. | IBT #503 |
| Kansas City, Mo. | IBT #955 |
| St. Louis, Mo. | IBT #610 |
| St. Louis, Mo. | IBT #688 |

Location

Union

Central Conference (contd.)

| | |
|-------------------|----------|
| Cincinnati, Ohio | IBT #100 |
| Cincinnati, Ohio | IBT #661 |
| Columbus, Ohio | IBT #413 |
| Youngstown, Ohio | IBT #377 |
| Beaver Dam, Wisc. | IBT #437 |
| Milwaukee, Wisc. | IBT #200 |
| Plymouth, Wisc. | IBT #56 |

Eastern Conference

| | |
|--|----------|
| Pittsburgh, Pa. (whse) | IBT #249 |
| Hartford, Conn. (whse) | IBT #559 |
| Portland, Me. (whse) | IBT #340 |
| Baltimore, Md. (whse) | IBT #570 |
| Scranton, Pa. (whse) | IBT #229 |
| Boston, Mass. (Cambridge, Mass.)(whse) | IBT #829 |
| Albany, N.Y. (whse) | IBT #294 |
| Buffalo, N.Y. (whse) | IBT #558 |
| Syracuse, N.Y. | IBT #317 |
| Johnstown, Pa. (whse) | IBT #110 |
| Allentown, Pa. (whse) | IBT #773 |
| Clarksburg, W.Va. (whse) | IBT #913 |
| Huntington, W.Va. (whse) | IBT #505 |
| Wheeling, W.Va. (whse) | IBT #697 |

Southern Conference

| | |
|------------------|----------|
| Knoxville, Tenn. | IBT #621 |
| Dallas, Tex. | IBT #745 |

Western Conference

| | |
|-------------------------------|----------|
| Alameda County, Calif. | IBT #853 |
| Berkley, Calif. (CP&G Agmt.) | IBT #750 |
| Vancouver, B.C., Canada | IBT #842 |
| Ialetton, Calif. (CP&G Agmt.) | IBT #857 |
| Denver, Colo. | IBT #435 |
| Los Angeles, Calif. | IBT #595 |
| Portland, Oreg. | IBT #206 |
| Oakland, Calif. | IBT #70 |
| Seattle, Wash. | IBT #117 |